

**CRANE DIVISION, NAVAL SURFACE WARFARE CENTER**  
**2003 PAY SETTING CHART FOR CAREER PATHS WITHIN THE DEMONSTRATION PROJECT**  
 SALARIES INCORPORATE THE 3.10% GENERAL INCREASE AND LOCALITY PAYMENT OF 8.64%

**CRANE SITE**

**USE OF LOWER-GRADE SALARY EXTENSIONS:** There is a **one-grade extended salary overlap** with each lower band for bands 2 and above. One of the major reasons for the overlap is to provide pay setting cost containment opportunities in **promotions**. **This reduces the instances** of nondiscretionary promotion pay increases of greater than 6% that may otherwise be required to advance pay to the lower end of the next higher band level.

**ND CAREER PATH**

<u>BAND</u>	<u>GS GRADES</u>	<u>LOWER- GRADE EXT.</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>	SPECIAL SALARY RATE EXTENSION NUCLEAR/ELECTRICAL/ELECTRONICS ENGINEER (RATE TABLE 422)			SPECIAL SALARY RATE EXT. FOR OTHER ENGRG POSITIONS (RATE TABLE 414)			SPECIAL SALARY RATE EXT. FOR COMPUTER JOBS (854/1550) (RATE TABLE 999B)		
			<u>SALARY</u>	<u>SALARY</u>	<u>SALARY</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAX.</u>
ND-1	GS-1/GS-4		\$16,528	\$23,058	\$29,587	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA
ND-2	GS-5/GS-8	\$22,762	\$25,467	\$35,443	\$45,418	\$25,467	\$35,964	\$46,461	\$25,467	\$35,964	\$46,461	\$25,467	\$37,837	\$50,206
ND-3	GS-9/GS-11	\$34,936	\$38,588	\$49,644	\$60,700	\$38,588	\$50,813	\$63,038	\$38,588	\$50,097	\$61,605	\$38,588	\$52,259	\$65,930
ND-4	GS-12/GS-13	\$46,689	\$55,958	\$71,234	\$86,509	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ND-5	GS-14/GS-15	\$66,543	\$78,635	\$99,440	\$120,245	N/A	N/A	NA	N/A	N/A	N/A	N/A	N/A	N/A

**NT CAREER PATH**

<u>BAND</u>	<u>GS GRADES</u>	<u>LOWER- GRADE EXT.</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>	SPECIAL SALARY RATE EXTENSION MEDICAL OFFICER (RATE TABLE 290)			SPECIAL SALARY RATE EXTENSION FOR 2210 TABLE (999B)		
			<u>SALARY</u>	<u>SALARY</u>	<u>SALARY</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAX.</u>
NT-1	GS-1/GS-4		\$16,528	\$23,058	\$29,587	N/A	N/A	N/A	N/A	N/A	N/A
NT-2	GS-5/GS-8	\$22,762	\$25,467	\$35,443	\$45,418	N/A	N/A	N/A	\$25,467	\$37,837	\$50,206
NT-3	GS-9/GS-10	\$34,936	\$38,588	\$46,917	\$55,245	N/A	N/A	N/A	\$38,588	\$49,308	\$60,028
NT-4	GS-11/GS-12	\$42,495	\$46,689	\$59,718	\$72,746	NA	NA	NA	\$46,689	\$61,178	\$75,666
NT-5*	GS-13/GS-14	\$55,958	\$66,543	\$84,386	\$102,228	NA	NA	NA	N/A	N/A	N/A
NT-6	GS-14/GS-15	\$66,543	\$78,635	\$99,440	\$120,245	\$78,635	\$100,335	\$122,034	N/A	N/A	N/A

**NG CAREER PATH**

<u>BAND</u>	<u>GS GRADES</u>	<u>LOWER- GRADE EXT.</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
			<u>SALARY</u>	<u>SALARY</u>	<u>SALARY</u>
NG-1	GS-1/GS-4		\$16,528	\$23,058	\$29,587
NG-2	GS-5/GS-6	\$22,762	\$25,467	\$31,186	\$36,904
NG-3	GS-7/GS-8	\$28,388	\$31,546	\$38,482	\$45,418
NG-4	GS-9/GS-10	\$34,936	\$38,588	\$46,917	\$55,245
NG-5	GS-11/GS-12	\$42,495	\$46,689	\$59,718	\$72,746

Note: The mid-point of the pay band is calculated by adding the **minimum** and **maximum** salaries and dividing by 2. The salary tables highlighted in color have special salary rate extensions.

**NOTE:** An NT-5 is not considered a high grade unless salary exceeds GS-13(10), currently \$86,509 for the Crane site.